ABSTRAK

Eka Abdul Rahman : Pengaruh Pendidikan Dan Pelatihan (Diklat) Terhadap Kinerja Pegawai Di Kantor Imigrasi Kelas I Bandung

Berdasarkan latar belakang masalah yaitu adanya materi Diklat yang tidak berhubungan dengan tugas pegawai. Selain itu metode penyampaian Diklat pun kebanyakan hanya penyampaian materi saja. Sarana dan praarana Diklat pun dinilai belum memadai untuk menunjang pelatihan pegawai. Masalah tersebut bisa saja timbul dikarenakan belum optimalnya penyelenggaraan Diklat di Kantor Imigrasi Kelas 1 Bandung.

Tujuan penelitian ini adalah untuk mengetahui besarnya pengaruh Pendidikan dan Pelatihan (Diklat) terhadap kinerja pegawai di Kantor Imigrasi Kelas 1 Bandung.

Untuk meneliti variabel Pendidikan dan Pelatihan (Diklat), penulis menggunakan teori dari Veithzal Rivai, yaitu materi Diklat, metode Diklat, serta sarana dan prasarana Diklat. Sedangkan untuk mengukur Kinerja Pegawai, penulis menggunakan teori menurut Sutermeister yaitu pengetahuan, keterampilan, serta sikap dan prilaku.

Metode penelitian yang digunakan adalah metode deskriptif analisis dengan teknik survey. Teknik pengambilan sampel menggunakan *sampel jenuh* dari 99 populasi diambil keseluruhanya.. Teknik pengumpulan data dengan menggunakan studi kepustakaan dan studi lapangan. Pengujian instrumen penelitian digunakan uji validitas dan uji reliabilitas data. Teknik analisis data dengan menggunakan koefisien korelasi (r), koefisien determinasi (kd), regresi linier sederhana(Y), uji t, regresi berganda tiga prediktor $(Y_{(1,2,3)})$ dan uji F.

Berdasarkan dari hasil penelitian yang diolah, menunjukkan bahwa pengaruh materi Diklat terhadap kinerja pegawai terdapat pengaruh yang signifikan dan cukup berarti, hal tersebut dijelaskan dalam perhitungan kd=35,3%dengan kriteria "cukup berarti", t=9,043 kriteria "Signifikan" dikarenakan $t_{hitung} \geq t_{tabel}$ yaitu $(9,043) \geq (1,98472)$. Pengaruh metode Diklat terhadap kinerja pegawai terdapat pengaruh yang signifikan dan cukup berarti, hal tersebut dijelaskan dalam perhitungan kd=32,833% dengan kriteria "cukup berarti",t = 9,014 kriteria "Signifikan" dikarenakan $t_{hitung} \geq t_{tabel}$ yaitu $(9,014) \geq (1,98472)$. Pengaruh sarana dan prasarana Diklat terhadap kinerja pegawai terdapat pengaruh yang signifikan dan cukup berarti, hal tersebut dijelaskan dalam perhitungan kd=24,206% dengan kriteria "cukup berarti", t=6,3293 kriteria "Signifikan" dikarenakan $t_{hitung} \geq t_{tabel}$ yaitu $(6,393) \geq (1,98472)$. Pengaruh materi Diklat, metode Diklat dan sarana dan prasarana Diklat terhadap kinerja pegawai terdapat pengaruh yang signifikan dan cukup berarti, hal tersebut dijelaskan dalam perhitungan kd = 25,402 %dengan kriteria "cukup berarti" sertaF = 10,805 kriteria "Signifikan" dikarenakan $F_{hitung} \geq F_{tabel}$ yaitu $(10,805) \geq (3,99)$.

ABSTRACT

Eka Abdul Rahman : Effects of Education and Training (Training) on The Performance of Employees in The Office of The Immigration Class I Bandung

Based on the background of the problem, namely the training materials that are not related to the employee assignment. Besides training delivery methods was mostly just the delivery of material. Training facilities and infrastructure was judged insufficient to support employee training. These problems may arise due to non optimal implementation of education and training at the Immigration Office Class 1 Bandung.

The purpose of this study was to determine the influence of Education and Training (Training) on the performance of employees in the Office of the Immigration Class 1 Bandung.

To examine the variables Education and Training (Training), the author uses the theory of Veithzal Rivai, the training materials, training methods, training and facilities. Meanwhile, to measure employee performance, the author uses the theory by Sutermeister the knowledge, skills, and attitudes and behavior. The research method used is descriptive method of analysis with survey techniques. Sampling technique using saturated samples from 99 populations taken all. Data collection techniques using literature study and field study. The test instrument used research validity and reliability test data. Techniques of data analysis using correlation coefficient (r), coefficient of determination (kd), a simple linear regression (Y), t test, regression three predictors ($y\_(1,2,3)$) and F test Based on the results of the study were treated, showed that the effects of training on employee performance materials are a significant and meaningful, it is described in the calculation of Kd = 35.3% with the criteria of "significant", t = 9.043 criterion of "significant" because tcount ≥ TTable is (9.043) ≥ (1.98472). Influence on the performance of employee training methods are a significant and meaningful, it is described in the calculation of kd = 32.833% with the criteria of "significant", t = 9.014 criterion of "significant" because tcount ≥ ttable is (9.014) ≥ (1.98472). The influence infrastructures are training on employee performance is significant and meaningful, it is described in the calculation of kd = 24.206% with the criteria of "significant", t = 6.3293 criterion of "significant" because tcount ≥ ttable is (6.393) ≥ (1.98472). Effect of training materials, training methods and facilities and infrastructure training on employee performance there is significant and meaningful, it is described in the calculation of kd = 25.402% with the criteria of "significant" and F = 10.805 criterion of "significant" because Fcount is ≥ Ftable (10.805) ≥ (3.99).